

MAY/JUN 2000

THE

CHRONICLE

SPAWAR



Systems Center Charleston

STRATEGIC PLANNING



The Chronicle

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Our Mission is to engineer, deliver, and support the best information technology system solutions, through dedicated customer focus, professional employee development, industry partnership, and continuous process and product improvement.

Our Vision for the future is to be the activity of choice by our customers, the innovator of new technologies and systems, an ambassador and business partner in the community, the leader in electronic engineering facilities, the provider of a safe and nurturing work place, and the premier organization for new business strategies.

Commanding Officer,
Captain James H. Hoffman,
United States Navy

Editor, Lynda Silvers

Photographer, Harold Senn
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The Chronicle is a bimonthly publication designed for SPAWAR Systems Center, Charleston's employees. Its purpose is to inform, educate, entertain, and generate new ideas. As an official publication, *The Chronicle* is printed on recyclable paper using appropriated funds in compliance with Navy Publications and Printing regulations. Contents of *The Chronicle* are not necessarily the official views of, or endorsed by, the U.S. Government, the Dept. of Defense or the U.S. Navy.

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Submissions for publication in *The Chronicle* should be sent to the editor, Code 0A6LS, at the above address, or via e-mail to

silversl@spawar.navy.mil. The editor reserves editorial privileges.



Captain's Comments

By Capt. Jim Hoffman
Commanding Officer
SSC Charleston

Don Bailey (J09), Phil Charles (J0E), Carl Reeves (J50), Terry Watkins (J10), Bob Von Allmen (J30), Ken Slaughter (J60B), James Ward (J60), Ron Crowell (J40) and I recently completed a second SPAWAR Strategic Planning activity at Borrego Springs, outside of San Diego. The results will have profound impact on everyone within SPAWAR, our customers and our stakeholders. A number of actions in business development, process definition and development,

workforce recruitment, retention and development, product definition and rationalization and internal and external communications have been created and will be allocated to appropriate people. Additionally, the most important result is the unanimous agreement to truly function as a corporation vice a conglomerate. A short list provides the differences and you can decide for yourself what that will mean for our long-term success:

CONGLOMERATE ----- versus ----- CORPORATION

Independent/Fragmented Processes	Interdependent/Nonfragmented Processes
Us verses Them	We
Mixed/Conflicting Communication	Up/Down/Sideways, Clear/Consistent Communication
Individual Organizational Outlook	Common/Consistent/Global Outlook
Requirements/Resources Stovepiped	Integrated Solutions
Independent/Competing Organization	Integrated Organization

In the near future, our greatest tasks will be to define our core competencies, both technical and functional and investigate our internal and external relationships to identify possible efficiencies and cost savings for all of our sponsors and to provide better products and services for our customers. The ultimate goal is to satisfy the needs of our customers while we grow our business base. As a corporation, SPAWAR needs the talents, skills, experience and commitment of all of our employees. As a corporation, the field will have greater voice in the decisions made by the SPAWAR leadership.

Strategic decision making within the SPAWAR Corporation will reside in three existing bodies. At the top is the Corporate Board of Directors, consisting of the Commander, the Technical Director, the Executive Director, the Chief Engineer, the Chief Information Officer and the Director of Installations of SPAWAR headquarters and the commanding officers and executive directors of the Systems Centers. Within headquarters at the next level is the Board of Directors and between the Systems Centers is the Center Leadership Team. Each of these elements will have certain decision making authority and will be responsible for corporate objectives as determined through various processes. Much of what was previously *ad hoc* is now formalized.

SSC Charleston stands to benefit greatly from a corporate SPAWAR philosophy. Conversely, the SPAWAR Corporation will benefit from what Charleston has to offer. What it means to each of us will evolve over time. Some areas may experience changes, some will continue pretty much as they are presently working, but all will gain in the long run.

Public Affairs asks E.D. about our new strategic plan

By Marsha Hassell
Public Affairs Officer

During the June 12 Executive Council (EC) meeting, Don Bailey, our executive director, discussed at great length the content of the SPAWAR Strategic Plan dated June 9. He spoke a great deal about SPAWAR as a corporation, the role of the Corporate Board of Directors and customer satisfaction. He also spoke about enhancing the workplace and the workforce. I wondered what made this plan so different and how it might impact SPAWAR employees and the way we currently do business, and so I decided to ask Mr. Bailey a few questions.

Q. Mr. Bailey, you spent a great deal of time in the June 12 EC meeting discussing the importance of the Borrego Springs Corporate Board of Directors (CBOD) meeting held during the week of June 5. What exactly is the CBOD and what does it do?

A. The senior leadership of SPAWAR attended a strategic planning session at Borrego Springs, Calif., June 7-9. This was the second strategic planning session held by SPAWAR during the past year. At the first off-site, we formed focus groups to address various areas concerning our organization's future. SSC Charleston had representatives on each group.

At the end of that first meeting, goals and action items were established to form the basis for a "Command" Strategic Plan. Between the first off-site and the recent meeting, members of the focus groups met to take action on the goals which were established and to complete the draft of a strategic plan for the organization. One of the issues discussed at the off-sites concerned giving the system centers more direct involvement in making corporate decisions and plans. As a result of this concern, the CBOD was established. The CBOD members include the commander of SPAWAR, senior members of the headquarters staff, and the commanding officers and executive directors of the SPAWAR field activities.

Q. A lot of things get discussed in meetings such as this. In your opinion, what were some of the significant outcomes and/or decisions? And how do you see these outcomes impacting employees and our customers?

A. At the first off-site, SPAWAR made the decision that we would all embrace *Horizontal Integration* (HI) as our approach to integrating our products (software and hardware) to better serve our customers. We also decided that we would take a corporate approach to developing and implementing our administrative IT networks and services. At the recent off-site, we decided that we wanted to act more as a *corporation* than as a *conglomerate* of headquarters and various field activities acting independent of each other. We also decided it is necessary to devote more resources and attention to fleet support issues. Also, we completed and signed out the SPAWAR strategic plan.

Q. You mentioned the Strategic Plan as one of the significant outcomes of the Borrego Springs meeting, what makes this plan different from other Strategic Plans and why should we as employees read it?

A. The Strategic Plan is our way of telling our customers, sponsors and employees what we as a command think is important and the direction we are taking to make it happen. Every employee needs to read the plan and speak with one voice to our customers and sponsors about the goals and direction being taken. The Strategic Plan is a high-level document and represents both headquarters and field activities' goals. An *Implementing Plan* is being prepared to detail the actions underway to implement the plan.

Q. You spoke extensively about the term *corporation* as used in The Strategic Plan. We've heard this term before, can you explain its significance in terms of this Strategic Plan? Does it mean we will be doing anything different?

A. We have referred to SPAWAR as a corporation in the past. However, in reality, we have operated as a conglomerate in our day-to-day management decisions and actions. We are taking action to change the way we act and how we make decisions. The CBOD is a major step in that process of change.

Q. You also spoke about the SPAWAR Vision and Mission Statement in the Strategic Plan. Does this mean we have had some fundamental change in what we do and how we see ourselves? If so, in what ways is our mission changing?

A. The fundamental change is the decision to act as a corporation and to focus on customer support. This means we will make major changes to how we make decisions and where we put our resources.

Q. You mentioned that Adm. Gauss wanted to be able to call any employee and ask about some aspect of the Strategic Plan, what specific portion of the Strategic Plan does he want every employee to be familiar with?

A. He wants everyone to be familiar with the Vision and Mission statements.



Kraft named Charleston area's 'Outstanding Supervisor'

The Federal Executive Association of the greater Charleston area sponsors an annual Federal Employee of the Year Awards Program to recognize the professional and personal accomplishments of federal employees who excel in their various fields.

This year, 50 nominees from various federal agencies competed for the nine area titles. Four SSC Charleston employees were among the 22 finalists.

Bob Kraft, nominated in the Outstanding Supervisor category, walked away with top honors for his field. **James Ward** (Outstanding Managerial/Executive), **David Moore** (Outstanding Scientific/Professional), and **Clifford Lewis** (Outstanding Trade/Craft) were runners-up in their respective categories.

All of the area's federal employees of the year were honored at a luncheon held May 4 on the Charleston Air Force Base. Our congratulations to each of you for your fine representation of the command.



Above, Bob Kraft, Charleston area's outstanding federal supervisor.



Left, James Ward, Charleston area's outstanding federal manager. Below, left, Clifford Lewis, Charleston area's outstanding federal trade/craft employee; and below, right, David Moore, Charleston area's outstanding federal scientific/professional employee.



Sanders donates model ships

Many of you have had the opportunity to see the model ships which were hand built, plank by plank, by **Bill Sanders** that are displayed in the main engineering center. They were also featured in the Jan/Feb 2000 issue of *The Chronicle*. When SSC Charleston sought to provide a naval décor, Bill graciously loaned the command three of his models—the *USS Constellation* (a Sloop of War), the *Marseilles* (a French schooner), and the *Flying Cloud* (an extreme clipper).

Bill, who heads the EHF Branch (J543), recently told Capt. Hoffman and Don Bailey, our executive director, that he wanted to donate the models to the command. “They are more visible and better protected here than they would be at home,” Bill said. Capt. Hoffman responded by saying, “That is a wonderful offer. I can only say, yes, obviously. Your work is superb. This is very much appreciated and we are very honored.”

The models add more than just naval décor, they tell a story—the history of naval vessels. The command sends a special thanks to Bill for this noble gesture.



The *Flying Cloud*, one of the three model ships Bill Sanders donated to the command, sits outside the commanding officer's office in the main engineering center.

Military offers *Fantasy Jobs* through Yahoo!

By Jim Garamone, American Forces Press Service

WASHINGTON (NNS)—The U.S. military and Yahoo! are teaming to deliver action-packed military jobs to winners of the “Fantasy Careers in Today’s Military” contest. Yahoo! will feature some military occupations among its “fantasy” jobs. Winners will get to experience military jobs in a way that has never been offered before.

The winner in the Air Force category, for example, will get to shadow an F-15 pilot, then fly in the aircraft.

The winner in the Army category will fly in an Apache helicopter at Fort Rucker, Ala., then parachute with the Golden Knights at Fort Bragg, N.C.

The Navy winner will experience life aboard an aircraft carrier. He or she will fly to the ship aboard a C-2A Greyhound, then see how the crew makes the floating city work.

The Marines will offer a taste of officer basic training at Marine Corps Base Quantico, Va.

The Coast Guard will give winners the chance to train with rescue swimmers, ride in a self-righting boat and participate in helicopter rescue training.

“This contest is about the public meeting military ser-

vice members, getting to know who they are, and experiencing firsthand their maturity, dedication and professionalism,” said Cmdr. Yvette Brown-Wahler, assistant director for recruiting plans for the DoD. “This is a way for ordinary people from Main Street, U.S.A., to connect with extraordinary people doing exciting, thrilling and challenging jobs while serving their country.”

The contest runs through July 4 and calls for entrants to write an essay answering why they would want to participate in one of these jobs.

U.S. residents age 18 and older who want to participate simply need to go to <http://careers.yahoo.com>, click on the “Fantasy Careers” link, register for a free Yahoo! ID, complete a resume and essay, and they’re on their way.

They can enter one or all five contests. Prizes include round-trip airfare, accommodations, meals, ground transportation, and up to a five-day-long immersion experience in today’s military. Members of the various services will judge the entries.

IEEE awards Millennium Medals

The Institute of Electrical and Electronics Engineers (IEEE), Coastal South Carolina Section, announced the local winners of the coveted IEEE Third Millennium Medals at their June meeting. And no surprise to us, four of the seven winners are SSC Charleston folks.

Our congratulations to Marilene Guardia-Baker, Richard Baker, Dr. Bud Askins, and Dr. Louis Dornetto who were recognized by their peers for their time and dedication to the Section.



Marilene Guardia-Baker (above) is on the staff of the Communication Systems Department (J50). In 1997 the Section needed reviving or it would disappear. She researched and found out what needed to be done, and enlisted help from Bud Askins and Richard Baker. Together they organized, coordinated, and revived the Section. Now they enjoy the best meeting attendance in a decade and an ever-increasing membership. Marilene is currently chair of the Charleston Engineers Joint Council for 2000-2001. She also represents the Section as the vice chair of the South Carolina Council of IEEE. In 1992, Marilene was the first female to chair the Section.

Dr. Lou Dornetto (photo not available) is a professor of electrical engineering at The Citadel and is also on the staff of the Electronic Environmental Effects Branch (J323). A Section Past Chair and active member for many years, Lou helped create a national historic site in Charleston—the second power plant built in the United States (the first one was Edison's in New York).

IEEE helps advance global prosperity by promoting the engineering process of creating, developing, integrating, sharing, and applying knowledge about electrical and information technologies and sciences for the benefit of humanity and the profession.

The criteria for IEEE members to be named a Third Millennium Medal recipient includes outstanding contributions to a section, community, chapter, area of technology

or outstanding contributions to their board. In 1984 the IEEE Centennial Medals were presented to 1,984 members to commemorate the 100th anniversary of the IEEE's earliest predecessor society, the American Institute of Electrical Engineers in 1884. This year, 3,000 members were honored worldwide.



Richard Baker (above) is head of the Law Enforcement Engineering Branch (J744). He served as IEEE's secretary/treasure in 1998 and is now the vice chair, helping straighten out several years of non-reporting. Within a year, the Section was thriving and in good financial status. Richard instituted annual SPAWAR/IEEE technical meetings which were the largest Section meetings held due to the quality of the speakers.



Dr. Bud Askins (above) is head of the Electrical and Computer Engineering Department at The Citadel and is also on the staff of SSC Charleston's Direction Finding Systems Engineering Branch (J712). An IEEE Section Past Chair and steward for many years, he was instrumental in acquiring past Section archives, facilitated the growth of The Citadel's Student Branch, reinstated the Annual Razor Lecture and currently chairs the Section.

Connecting Technology 2000

By Sharon Anderson
Editor/Writer Chips Magazine

"In my travels I heard nothing but praise," said **Jim Stakes**, head of the Computer Services Division (J64) at the Norfolk office. "The comment I continued to hear from the code 60 management was who does this conference? My response was always the same, Our people do it!" Jim said, while relaying kudos to the event coordinators responsible for the Spring 2000 Connecting Technology (CT) conference.

The recent event was in Norfolk, Va.,—the first of this year's biannual offerings—which hosted nearly 1,000 participants and 74 exhibitors. A virtual IT wonderland, the most up-to-date technology was displayed for attendees to marvel over while leaders from government and industry alike graced the speaker platform. CT, initiated in 1997, provides an opportunity for attendees to dialogue directly with industry partners, scientists, engineers and government IT leaders.

New to the Spring 2000 symposium was a format featuring afternoon breakout sessions, which allowed attendees to choose a topic based on their individual needs. Also new to the recent event were information stations placed in several areas allowing conference guests to access e-mail, the Internet, conference schedules and to leave messages for other guests in a dedicated online center.

In addition to the excitement of being part of Navy's premier IT event, both active Navy as well as Naval Reservists were able to acquire credit for attendance at the various sessions. Naval Reservists used attendance at the conference for limited drill credit. Similarly, Defense Acquisition Workforce attendees gained continuous learning credit. Attendance also satisfied Individual Development Plan requirements with approval from the attendee's supervisor.

The next Connecting Technology conference is scheduled for Nov. 14-16, 2000, at the Town and Country Hotel and Convention Center in San Diego, Calif. The conference is free to all government employees and contractors representing government commands. The CT conference provides Information Technology for the New Millennium and is the only DoN sponsored IT event. For more information on the upcoming agenda and registration information, visit the CT Web site at <http://www.it-umbrella.navy.mil/ct/>.

Absentee Voting Deadlines Sooner Than You Think

By Staff Sgt. Kathleen T. Rhem, USA
American Forces Press Service



WASHINGTON, June 20, 2000 —

Nov. 7, Election Day, is less than five months away. That may seem like a long time, but voting officials recommend absentee voters request ballots 45 days in advance, even further in advance if they haven't yet registered to vote in their home district. Hmm ... that window of opportunity is starting to narrow.

Officials with the Federal Voting Assistance Program have put a tremendous amount of information about absentee voting on the Internet at <http://www.fvap.ncr.gov>. Some specific links military voters may find helpful are below.

How To Do It—Vote Absentee! <http://www.fvap.ncr.gov/publications/howtoinfo.htm>. This page consists of an electronic version of the useful pamphlet "How To Do It—Vote Absentee." The pamphlet answers such questions as: Can I vote absentee? How do I apply for an absentee ballot? When is the best time to apply? The pamphlet is also available through unit and installation voting assistance offices.

Online version of the Federal Post Card Application: <http://www.fvap.ncr.gov/othertools/onlinefpc.htm>. This recent addition to the site was added to make voting easier for those without immediate access to a voting assistance office. The only down side to using this version is individuals must pay their own postage. The printed, card-stock version can be sent postage-free.

Toll-free voting assistance numbers in foreign countries: <http://www.fvap.ncr.gov/tollfree2000.htm>. This page includes toll-free phone numbers to the Federal Voting Assistance Program from nearly 60 different countries. DoD voters can also transfer to the DoD Voting Information Center, which, in turn, can transfer individuals to the office of their elected officials in the U.S. Congress, and their state governors and chief election officials.

Oops! Pardon our errors

The Team/Hammer award photograph which appeared on page 11 of the March/April 2000 issue of *The Chronicle* misidentified one of the team members—**Larry Bridegam** is pictured on the far right ladder, not **Wesley Wills**.

The article *Introducing our 'forward thinking' business integrators* which appeared on pages 8 and 9 of the January/February 2000 issue of *The Chronicle* (and again on pages 29 and 30 of the March/April issue) inadvertently provided incorrect information about John Linden. The first sentence should have read: **John Linden**, business integrator for the Intelligence and Information Warfare Systems Engineering Dept. (J70), has an associates degree in applied business sciences and is pursuing a degree from New York University, majoring in business management.

The Chronicle apologizes for any inconvenience these mistakes may have caused. As always, we strive to provide the most accurate information.

'Toastmasters' achieve goals

By Becky Redmon (J10S/Charleston)

SSC Charleston Toastmasters

Vice President of Public Relations

SSC Charleston Toastmasters are making great strides. This year, which runs from July 1, 1999, through June 30, 2000, many members reached various milestones.

Marquis Sailor, the club's president and the J511 branch head, earned the Competent Toastmaster (CTM) award. This required ten manual speeches, officer training, service as a club officer, and helping with goal setting. Each completed requirement is something to be proud of, but completing all of them is awesome. When asked how Toastmasters helps his career, Marquis said, "Toastmasters makes me more confident as a presenter because it keeps me aware of my oratory strengths and weaknesses. In my job at SPAWAR Charleston, I routinely give presentations, but never get structured evaluations on the presentations. Along with structured evaluation feedback after each speech, Toastmasters provides tried-and-true presentation methods which has taken me to a higher level as a presenter."

CTM **Diane Kobs**, the club's treasurer, earned the Advanced Toastmaster — Bronze award. This award required completing ten additional speeches from advanced manuals. She said, "Communication is a key to success. I have found that Toastmasters can be used as a tool to fine tune different areas of communication. Toastmasters provides immediate feedback in specific areas and helps to build confidence levels." Our congratulations also to Diane for her recent promotion to contract specialist in J1113.

CTM **Theresa Breaux** is the club's sergeant-at-arms. She completed the requirements for Competent Leader (CL). A CL must complete the CTM requirements, serve as a club officer, help prepare a Club Success Plan, participate in officer training, and conduct two Successful Club Series presentations. Theresa says that Toastmasters has made her a better listener. "Some may think that listening comes naturally, but that is not the case. Once you have been a Toastmaster, you will never listen to speakers the same again. Toastmasters teaches you that being aware of the presenter's body gestures, facial expressions, use of proper grammar, organization of thoughts and other presentation skills will enhance your ability as an analytical listener," Theresa said.

Newly elected SSC Charleston Toastmasters Club officers are: President, **Marquis Sailor**; vice president of education, **David Broyles**; vice president of membership, **Joyce Eckhardt**; vice president of public relations, **Becky Redmon**; secretary, **Diane Kobs**; treasurer, **Pat Ancrum**; and sergeant-at-arms, **Theresa Breaux**. The club meets in the Executive Conference Room every other Friday from 11:30 a.m. until 12:30 p.m. Guests are always welcome. Please call any of the officers if you have any questions.

Come see what we are all about. Remember — ***It's Not Talent, It's Toastmaster.***

(Editor's note: Congratulations to Becky Redmon and Diane Kobs for their recent promotions! Becky is the new administrative assistant to the Charleston Naval Weapons Station's commanding officer. Diane is a new contract specialist in J10. Could it possibly be that Toastmasters' training is paying off?)

Marquis Sailor, the club's president, earned the Competent Toastmaster award.



Theresa Breaux earned the Competent Leader award.



Diane Kobs proudly points to her Advanced Toastmaster—Bronze certificate.

Tidewater team earns 'on-the-spot' awards

Congratulations to **Corrine Williams, Doris Welch, Peggy Neil** and team leader **Karon Hardy** (from left to right) in the Computer Services Div. (J64/ Norfolk) who recently earned on-the-spot awards for their diligent and superb professional support of Federal Occupational Health (FOH). This hardworking team delivered sorely needed hardware and software technology updates at 230 Occupational Health Clinics and ten Wellness Fitness Centers for FOH, a long-term 12-year customer.



Karon Hardy

When a customer organization bestows multiple awards on one of our employees, it means top quality service is provided. Such is the case for **Karon Hardy**, team leader for the J64 FOH group. FOH recognized Karon's superior performance through several awards over the past year. Karon was one of only a few people outside the customer's organization included in the 1999 Honor Awards program. At that event, Karon received the Administrator's Citation for Outstanding Group Performance for her participation in design and implementation of the FOH Intranet site. Karon also received, directly from FOH, an on-the-spot award for leading a major technology refreshment at 230 Occupational Health Clinics and ten Wellness Fitness Centers completed last winter. This spring Karon, at the FOH national meeting, was one of seven individuals honored by the first FOH director's cash awards for consistent leadership in quality customer service and professionalism. Also over the past year, Karon's work has expanded to a new area within FOH, and within months, this new customer element awarded her a certificate of appreciation along with a copy of Steven Covey's *Putting First Things First*.

The Inside Scoop provides 'instant' info

By **Lynda Silvers**
Chronicle Editor

The Inside Scoop is the command's newest communication tool for its SPAWARriors. Now, the latest news, or scoop, is as close as your keyboard.

The idea of a paperless-Navy began many years ago, but most of us have fought *tooth and nail* to keep our printed documents. How in the world can the Navy operate without tons of paper manuals? It's in our nature to fight change and not relinquish easily. Besides, we like to hold that paper. But the big E (*that's for electronics*) is taking over, folks. If you aren't plugged in to your computer these days, well, you just may as well lay down and vegetate, 'cause you ain't seen nothin' yet!

First came the Internet—the latest breaking news all around the world right at your fingertips and as fast as your little browser could take you. We were excited, confused, cautious, and only those with a *true* need were allowed to connect on the job. Now, most of us are connected and can surf with the best of 'em.

Next, came the Intranet—a private Internet for members only. Most major corporations (including SSC Charleston) now have an Intranet. No longer can anyone say, "But nobody told me that." Everything you need to know about SPAWAR and how to do your job is right at your fingertips.

The Courier was our internal voice for years—first, in paper form, then as a .pdf document viewed on your com-



Arlene Sports and Lynda Silvers

puter screen; and now, it's history. Our internal news is currently just a click away on our corporate web site. No more memory problems (for humans, that is), and always there when you need it. **Arlene Sports**, our command webmaster, and I worked extensively creating *The Inside Scoop* where you can find all of the latest-breaking news. Sections include *Calendar of Events, News U can use, Kudos Korner, Safety, Bonus or Blunder, Security, Legal Briefs, Do you know..., Welcome aboard, I want to know..., In my opinion..., Stringer reports*, and even a *Feedback* link. Information is archived every few months, depending on amount, so if you want to see something that appeared a few months back, check out the archives.

We hope all SPAWARriors enjoy *The Inside Scoop* as much as we enjoy providing the information. If you have any questions, comments, or input, call me at 843-218-4021; or call Arlene at 843-218-4090; or send us an email.

Susan Butler

—A born leader

By Lynda Silvers
Chronicle Editor



Knowledgeable, confident, articulate, ambitious, assertive, and amicable are just a few words that aptly describe a true leader. They are also words that describe **Susan Butler**, a program manager in the Special Exploitation Systems Engineering Branch (J713). When *The Chronicle* entered Susan's door, she quickly and professionally ended a telephone conversation with a sponsor, delegated task assignments to her staff, and promptly turned her attention to the interview—all in a matter of minutes. And when we left her office, there was no doubt in our minds that this woman knows her business.

Raised in Pine Bluff, Arkansas, Susan realized that engineering would occupy a major portion of her life when she was challenged by her high school physics teacher. "Up until I was a senior in high school, I wanted to be an attorney," Susan said. As an A student, she breezed through most of her subjects, confident that she could be anything she wanted to be, but she struggled when it came to physics. "I've always enjoyed a challenge," Susan said, "and I really had to work at physics. But it was so interesting, I knew it was something I wanted to pursue." After high school, Susan entered Cal State in Los Angeles, Calif. She later transferred to the University of Arkansas, majored in electrical engineering, and joined the co-op program with the Department of Commerce where she learned to review technical specifications.

Following graduation, Susan went to a job fair and visited a Navy booth. Seeing her potential, she was invited to an interview and was immediately hired by the Naval Electronic Security Systems Engineering Center (NESSEC) in Washington, D.C. "That was Oct. 31, 1989," Susan said, "and that's when I began real engineering work—doing designs in the command and control center." In fact,

Susan became the Automated Computer Aided Design (AutoCAD) instructor, teaching AUTOCAD to Naval Security Group sites around the world. "In addition to my instructor duty, I was also responsible for briefing the commanding officer, maintaining the budget, and developing installation development plans in support of the Command and Naval Security Group tasking at the Naval Security Station," Susan said.

A part of the SPAWAR team since



its inception, Susan was an engineer at the former NESSEC, when it was consolidated with three other sister activities that formed NISE East, now SPAWAR Systems Center, Charleston. After the consolidation and the disestablishment of NESSEC, Susan continued her career with the Navy and moved to Charleston. "My husband is so supportive," Susan said. "He left a good job in D.C. to follow me to Charleston." She has been in the Intelligence and Information Warfare Systems Engineering Department since 1995.

Still ambitious and eager, Susan proved her worth to the command by securing work—and money—from the Fleet Information Warfare Center (FIWC). "I am FIWC's liaison," Susan said. "I collect and distribute their work and money throughout the command."

Susan manages three major programs with three different sponsors, and a support staff for each.

■ **Fleet Information Warfare Center:** SSC Charleston monitors deployed battle groups and units worldwide, responding to requests for information and tasking; fields an IW/C2W opposition force that provides realistic simulation of an adversary's command and control structure; trains the C2W commander and staff during the predeployment and workup cycle; validates tactics and tactical decision aids; and provides integration and installation support for C4ISR systems.

■ **The Psychological Operations program:** SSC Charleston designs, builds, tests, and delivers transportable AM/FM radio broadcast systems for shipboard use on several classes of ships.

■ **Signals Research and Target Development:** SSC Charleston provides operator training, platform specific configuration, and is a proving ground for new technology insertion.

"I consider myself a marketer," Susan said. "I find new business. The project engineers actually do most of



the traveling, but I am always there to counteract problems or to talk with upper management when needed."

How does she maintain that profuse enthusiasm and desire to excel? Susan said, "I stay focused by working hard, staying in the will of God, and avoiding complacency."

On Feb. 29, 2000, Capt. Hoffman presented a letter of commendation to **Susan M. Butler (J713SB)** for services set forth in the following citation:

"In recognition of sustained superior performance as the Signals Research and Target Development Program Manager for Commander, Naval Security Group Command, Fort George G. Meade, Maryland, from Feb. 1999 to Oct. 1999. As a result of her exceptional managerial skills, Ms. Butler established herself as the cornerstone for Signals Research and Target Development Program Operations at the Space and Naval Warfare Systems Center, Charleston, S.C. Immediately upon assuming duty, she implemented numerous program management improvements which resulted in a more streamlined operation. She supervised the program's first accurate equipment inventory and implemented a strict accountability process. Through her own initiative, she researched funding lines associated with previously executed projects, recovering and returning nearly 50,000 dollars for current program use. Ms. Butler's exceptional leadership and total devotion to duty reflected credit upon herself, the Naval Security Group and the Space and Naval Warfare Systems Center. Congratulations!"

— *H. W. Whiton, Rear Admiral, U.S. Navy
Commander, Naval Security Group Command*



Our special visitors

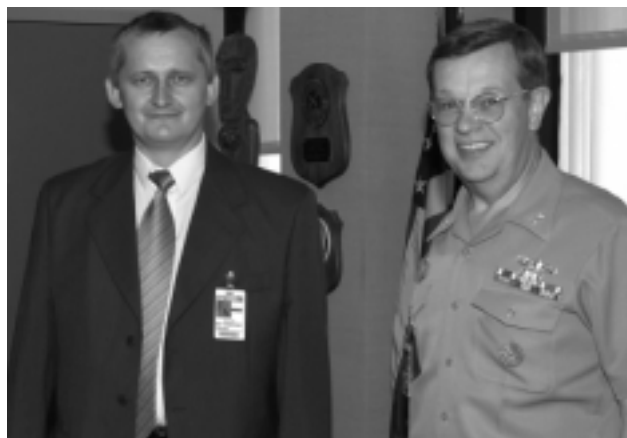
Capt. Nancy Deitch (seated) is slated to be SSC Charleston's next commanding officer. During a recent visit to Charleston, Capt. Deitch tried out the skipper's chair. Capt. Hoffman gave a thumb's up and said, "It's a good fit."

Capt. Deitch is currently the executive assistant to Adm. Gauss, Commander, SPAWAR headquarters.

A change-of-command and retirement ceremony is scheduled for Oct. 19, 2000.



Notice:
A Change of
Command and
Retirement Ceremony
at which
Captain James
Hoffman, USN
will be relieved by
Captain Nancy
Deitch, USN
on Thursday,
October 19, 2000
at SPAWAR
Systems Center,
Charleston
North Charleston,
S. C.



During May 8-14, SSC Charleston was host to Polish Air Force Major Ciesek Grzegorz from Warsaw, Poland, on his first trip to the United States. He was Poland's representative participating in the Search and Rescue Radio Communication Systems tests, and was here to familiarize himself with the equipment and systems the Polish Navy will receive.



Members of the Foreign Military Attaché Spring Tour stand on the steps of the U.S. Customs House in downtown Charleston.

Foreign military ‘Spring Tour’ begins in Charleston

The 2000 Foreign Naval Attaché Spring Tour, conducted on behalf of the Chief of Naval Operations, began at SSC Charleston May 1 where they toured various labs within the command.

The Spring Tour, which focused on Navy-Marine Corps and Joint commands in the Southeastern United States, served to acquaint senior foreign military officers with our capabilities and to expose them to major cultural, industrial, governmental and historical aspects of the United States. It also provides an opportunity for the Navy to participate in a similar courtesy extended by military attachés abroad.

Accompanied by Rear Adm. Christopher Weaver, the foreign attachés represented 30 countries, including South Korea, South Africa, India, Turkey, Kenya, Russia, Ghana, Venezuela, China, the United Kingdom, Australia, Indonesia, Denmark and Algeria. Historically, these attachés often become the equivalent of our Joint Chiefs of Staff.



German Navy Capt. Richard Himstedt presents a Naval Attachés Association Washington, D.C., plaque to Capt. Hoffman.

'JCAPS' training proves successful

By Kevin Charlow

Head, Technology and Information Support Branch (J324)



The first JCAPS training class graduates are: (LtoR) Maj. Jeff Violette, Len Zimmerman, Lt.Col. Thomas Tierney, LeRoy Woodcock, Bill Cater, Maj. Terry Parrott, Jim Iverson, Matt Perry, Roy McGregor, Bill Wostbrock, Rebecca Ferris, Michael Washington, Gary Musil, and Kevin Charlow.

The first Joint C4ISR Architecture Planning/Analysis System (JCAPS) Version 2.1 user training classes, held at SSC Charleston on April 4-5, May 10-11, and June 7-8, were just the beginning of a successful venture.

The Office of the Assistant Secretary of Defense (C3I), Architecture and Interoperability Directorate, sponsor JCAPS. As described in the C4ISR Architecture Framework Version 2.0, this new system supports the preparation of operational systems and technical architecture products. It also provides an architecture data repository for use by commands, services and agencies with the JCAPS tool and for use in other architecture tools.

JCAPS facilitates comparing, contrasting, and integrating C4ISR architectures and allows users to easily access, display, share and manipulate C4ISR architecture information through a Defense Information Infrastructure Common Operating Environment distributed and networked system. It will soon be available via the Global Command and Control System.

Additional JCAPS 101 classes are scheduled in Charleston on July 12-13, Aug. 9-10, and Sept. 13-14. Sponsor approval is required for all students and space is limited to 15 students per class. The cost is \$600. For more information, call **Phil Roberts** at 843-218-5302 or **Kevin Charlow** at 843-218-5372.

JCAPS course description:

JCAPS training comprises two consecutive parts—functional users' training and system administrator training—each a separate and distinct course. Prospective students should indicate if they are attending the follow-on administrator course. The system administrator training is for a specialized technical audience. Course summaries follow:

JCAPS Functional Users Course:

A two-day hands-on training (12 classroom hours) for JCAPS functional users. Each student is actively involved in building an architecture and the associated operational and system products currently supported by JCAPS Version 2.1 (High Level Operational Concept Graphic, Command Relationship Chart, Operational Node Connectivity Description, Operational Information Exchange Matrix, System Interface Description, System Communication Description, and Nodal view).

As accessed via the various cabinets, the relationship of data elements is explained—defining the element, how it is used in the architecture development, and the differences between the Universal, World and Architecture data domains. The JCAPS User-Defined reporting, import, and property functionality are also explained and demonstrated.

JCAPS System Administrator Course:

A specialized two- to four-hour course for system administrators. It provides instruction on managing JCAPS' users, installing and uninstalling JCAPS, trouble-shooting problems, and backing up the JCAPS database.



The second class (May 10-11). Back row (LtoR): Mat Lasley, Brian Harper, Mike Brig, Carl Young, Tom Remick. Front row: Roy McGregor, Marian Cherry, Charlie Chen, Ty Coburn, Carol Mitchell, Louis Caplan, and Bill Wostbrock.

7 retire, nearly 206 years of experience lost



Kenneth L. Van Heirseele, a DT-856-III technician in the Information Assurance Network Systems Security Engineering Branch (J724), retired March 3 following nearly 38 years of devoted service to the federal government. After four years of active-duty military service, Ken began his civil service career as a WG-5 electronics mechanic helper at the Industrial Manager, Ninth Naval District (INDMAN Nine), in Great Lakes, Ill., where he advanced to a GS-12 senior project technician.

Ken is no stranger to name changes, closings, and mergers. INDMAN Nine's name changed to NAVELEX Great Lakes and subsequently closed in December 1978. That's when Ken (and a whole group of other folks) moved from the Great Lakes area and became part of NAVELEX Charleston.

Because of his superlative performance and professional diligence in assigned duties, Ken received numerous letters of appreciation, awards, outstanding and sustained superior performance ratings during his career.

Ruth Swart, a DS-334-III technical specialist in the DMS Migration Products Branch (J461) at our Washington, D.C., office, retired May 31 culminating over 21 years of dedicated service to the Navy.

Ruth began her career as a GS-5 clerk-stenographer at the Naval Sea Systems Command in Arlington, Va., and advanced to computer specialist, GS-12. An accomplishment based on her superb performance and professional diligence. Ruth was a part of the Naval Telecommunications Automation Support Center which recently merged with SSC Charleston.

In her role as a contracting officer's representative for the command, Ruth ensured that contractor support and services continued without impacting our mission to provide information technology services to the Navy and DoD.

During her career, Ruth earned numerous special act and performance awards. Her expertise and personal competence have served the Navy community well.

Gerard R. Williamson, a DS-334-III technical specialist in the Information Systems and Computing Technical Branch (J451) at our Pensacola, Fla., office, retired June 1 after serving over 20 years for the U.S. government.

Gerard joined the U.S. Air Force in 1957 as an aviation cadet. After graduation, he received his navigator wings and was commissioned a 2nd Lieutenant. Twenty years later, Gerard retired as an Air Force major in 1978 having served during the Vietnam War.

As a government contractor, Gerard worked for three years at the Naval Regional Data Automation Center where he was hired in 1981 as a computer specialist. Through several reorganizations, Gerard was part of the Naval Computer and Telecommunications Station Pensacola when it merged with SSC Charleston.

Gerard earned numerous performance awards during his career which acknowledged his professional and productive service. His dedication, cooperation, and individual efforts have greatly contributed to meeting the commitments and goals of the Navy. He served with distinction and was a real asset to this command.

Peter C. Stabovitz, a DP-855-III engineer in the Marine Corps Security Branch (J741) in Charleston, retired June 2 with over 14 years of government service to his credit.

After serving two years of active duty in the U.S. Army Corps of Engineers and 36 years in the private sector, Peter began his civil service career with the Navy in 1988 as a GS-11 engineer in the Public Works Dept. at the former Charleston Naval Shipyard. When the shipyard closed, Peter was part of the Module Maintenance Facility (now the Engineering Support Facility) that merged with SSC Charleston.

Peter's expertise and personal competence served the command and the Navy community well.

Jerry T. Dowdy, a DT-856-III technician in the Naval Systems Technical Support Branch (J345) at the Norfolk detachment, retired June 3 following nearly 34 years of government service.

Hired as an electrician apprentice at Norfolk Naval Shipyard, Jerry's experience and knowledge with navigation systems over the years has been instrumental in supporting the U.S. Navy's introduction, test, and maintenance of several navigation systems in support of fleet requirements. He has worked with a plethora of navigation equipment and for the past ten years provided essential maintenance

and repair for these intricate and complex navigation instruments.

In 1973, Jerry made a significant career change, transferring to the Dept. of Transportation where he was trained as an air traffic controller, but returned to the shipyard after eight years, later transferring to the Naval Sea Combat Systems Engineering Station. Over the past 12 years, Jerry was instrumental in introducing one of the most advanced and accurate navigation systems in the world—the electrically suspended Gyro Navigator (ESGN). Most recently, he introduced modification kits which required extensive travel. Concurrently, Jerry managed and executed the submarine navigation certification program, making numerous trips and requisite submarine dives.

Jerry's exceptional performance has earned the respect of the entire Navy community. Everyday sailors reach their mission location, or arrive home safely, partially due to his accomplishments.

Maragaret P. Rothrauff, an assistant in the Funds Control Section (J1212) of the Finance Division, retired April 30 following 20 years of loyal civilian service to the U.S. government. Her dedication and personal competence have served this command and the Navy community well.

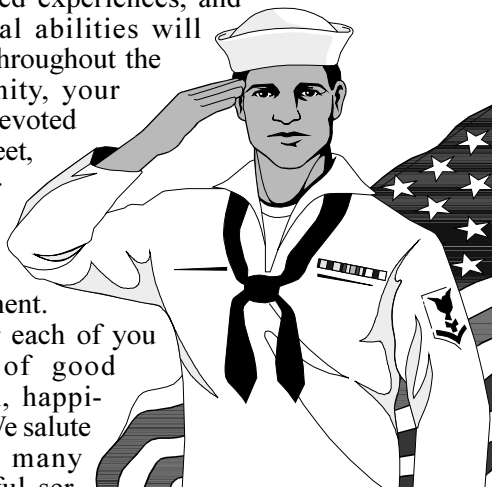
Bradley Scott Woode, a supervisory DP-856-III in the metrology calibration laboratory (J6221) of the Engineering Support Facility Division, retired April 28 culminating nearly 39 years of dedicated service to this command and to the U.S. government—including four years of active-duty military service.

Brad began his federal service in 1967 at the Naval Electronic Systems Engineering Activity in St. Inigoes, Md. He remained there through the merger of the four East Coast engineering activities which became NISE East, now SPAWAR Systems Center, Charleston. Brad and the cal lab in which he had spent 30 years "on the bench," moved to Charleston in January 1995, with Brad at its helm.

To each of you we say, "Thank you for a job well done!" You have served your country, the U.S. Navy, and SSC Charleston very well. While the loss of your expertise, your shared experiences, and your individual abilities will surely be felt throughout the Navy community, your long years of devoted service to the fleet, to this command, and our country have truly earned you this retirement.

We wish for each of you many years of good health, wealth, happiness, and joy. We salute you for your many years of faithful service, and in the traditional Navy way, we wish you

Fair winds and following seas!



ESA plans activities

If you're going to be in Charleston on Aug. 10 or Oct. 19, make sure these two events are on your itinerary:



FREE—Ice cream social—Aug. 10 in the atrium of the main engineering center. Enjoy a free ice-cream cone, compliments of your Employee Services Association, and listen to music by the *SPAWAR Band* from 2:30 to 3:45 p.m.

Pig roast—Oct. 19 at Hooker Lake on Charleston Naval Weapons Station, Southside from 3:30 until 6:30 p.m. Watch for details on CorpWeb.

Calling all Navy vets

Washington, D.C., June 2000—Did you serve in the U.S. Navy? If you're one of the estimated five million living Navy veterans, you're eligible to be listed in the Navy Log. The Navy Log has thus far collected the names, service information and photographs of over a quarter of a million service personnel.

To enroll in the Log, send \$25 along with your name, date and place of birth, dates of naval service, and highest rank or rate to U.S. Navy Memorial Foundation, Dept A, P.O. Box 96570, Washington, D.C. 20077-7685. A head and shoulders portrait photo may be added for an additional \$25 (photos cannot be returned). Enrollments make welcome gifts to veterans. Sponsored enrollments are also sought from relatives of deceased naval veterans. See our website at www.lonesailor.org.

Reunion planned

If you were an employee of the former NAVELEX Charleston, you and your significant other are invited to attend a reunion dinner/dance Friday, Oct. 20, at the Charleston Rifle Club, 2221 Heriot Street, Charleston, S.C.

Tickets are \$25 per person and must be purchased by Oct. 13. Social hour begins at 6 p.m. The buffet dinner begins at 7, followed by entertainment and dancing.

Join the *old* crowd for a *remember when* party with Masters of Ceremony Mike Reich and Terry Watkins. Call **Carole Moore** at 843-218-4011 for details and to purchase tickets.

In sympathy

The Chronicle was saddened to learn of the deaths of two NAVELEX Charleston retirees. **Clark Rogers** died April 22 and **Betty Heslop** passed away April 27. She was 79.

Our hearts and our prayers go out to the families and friends of Clark and Betty during this sad time in their lives. May it help to know that others care and share in your sorrow.

SSC Charleston NCR Hosts Retiree Reunion

Charley Rogers, the senior manager at our National Capital Region office, said that approximately 50 people attended a reunion on June 14. Retirees from all the “past lives” of SSC Charleston, National Capital Region, were invited to a reunion held in building 196 in the Washington Navy Yard.

“Our vision was to welcome back those who contributed so much to this organization, make sure they understand they are always welcome here, thank them, and show them what we are up to these days in information technology... and have fun,” Charley said.

The retirees heard the latest command brief and toured the labs where each division demonstrated



their latest and greatest technologies. Building 196, where many of the retirees worked in the 70s and early 80s, was decorated with old photos and memorabilia—something enjoyed by both retirees and current employees.

Thanks to all who volunteered their great ideas, their time, desserts, and hard work in honoring the retirees and making it a very special day for them, and a chance to meet with friends not seen in a long time. Charley said, “From the feedback we received, they genuinely enjoyed the day and were very impressed with the quality of the work you are doing and your obvious pride in it.”

“...thank you for such a nice Reunion Day... It was great seeing so many old friends. I am very proud to tell anyone that I spent most of my professional career with this command.”

— Charles Bremer

photos by Linda Betts (J762/Washington, D.C. office)

Computers donated to middle school

by *Ismael Cabezas*
Oceanographics Program Manager (J33B)

During the past eight months, a small group of dedicated people at SSC Charleston banded together to invoke Executive Order 12999—Educational Technology: Ensuring Opportunity for All Children in the Next Century. This order streamlines the transfer of excess and surplus federal computer equipment to our nation's classrooms and encourages federal employees to volunteer their time and expertise to assist teachers and to connect classrooms.

The Educational Institutions Partnership Program (EIPP) was chartered by the Secretary of Defense in 1990. In 1994, the Director, Defense Information Systems Agency (DISA), formally established the program and expanded it to include all Educational Institutions. DISA's managing activity is the Office of the Chief Information Officer. Their web site (www.disa.mil/cio/eipp.html) provides information on how to register and execute the requirements of the program.

Through the combined efforts of **Ismael Cabezas** (J33B), **Don Poole** (J325DP), **Teresa Williams** (J132TW), **Merlyn Sondermark** (J131MS), and **Deborah Nemeth** (EMA), we successfully received authorization from DISA to transfer seven computers, monitors, and scanners to Moultrie Middle School in Mount Pleasant, S.C.



Working with these individuals who have been steadfast in this effort has been quite a rewarding experience. Don tested the equipment, purged the hard drives and met our security requirements. Deborah inventoried the excess equipment and completed the necessary turn-in documentation. Teresa quickly learned the EIPP database and entered the equipment into the DISA Database. Merlyn coordinated the efforts with DRMO and completed the necessary paperwork to make the transfer.

My hat goes off to all who were most supportive in our efforts to insure that valuable computer assets made it to the school. Patricia Yandle, principal, and Diane Westfall, Moultrie Middle School's technology manager, are very proud of SPAWAR'S dedication to education and the children of Charleston.

I encourage others within SSC Charleston to take part in the *Computers for Learning* program and support our local schools.



Back row: Don Poole, Deborah Nemeth, Ismael Cabezas, Patricia Yandle, Theresa Williams, Merlyn Sondermark, and Dr. Diane Westfall pose with a few Moultrie Middle School students.

